

The Missouri Department of Corrections Employee NewsSource

Governor Nixon Appoints Ellis McSwain to Board of Probation and Parole

Ellis McSwain has been appointed to the Board of Probation and Parole. The seven-member board is responsible for determining whether a person confined in the Department of Corrections shall be paroled or conditionally released and for supervising all persons on probation and parole.

McSwain, 52, has been the warden at Algoa Correctional Center in Jefferson City since June 2008. The center employs more than 450 staff and houses more than 1,500 offenders. He has held management positions at other Missouri Department of Corrections institutions in Boonville, Cameron, Fulton, Jefferson City and Tipton, and served as a probation and parole officer in Hannibal.

McSwain's term will run through August 2012. •

More staff news on page **6**



Perry Named September Employee of the Month



James Perry has been selected as the Missouri Department of Corrections Employee of the Month for September 2009. Perry is employed as a corrections officer I at Western Missouri Correctional Center in Cameron. While trans-

ferring offenders from Jefferson City to Western Missouri and Crossroads Correctional centers, Perry noticed an offender having difficulty breathing. He took the offender to a nearby hospital and made the proper notification to the institution and law enforcement, ensuring the safety and security of those in the transport vehicle and the surrounding community. •

More employees of the month on page **9**

Prometheus Raises the Curtain on Corrections



Director Lombardi (far right) poses with the performers from "Prometheus Bound," from left Bryan Doerries, Phyllis Kaufman, Cara Seymour, and Bill Camp.

Prometheus continues on page **4**

Message from the Director

Corrections has been a prominent topic in the national news lately due to the continued increase in prison populations compounded by ongoing budgetary restrictions. Many states across the nation are trying to do more with less, and Missouri is faced with that same challenge. Many states are rushing to address the problem. Quick and easy answers are being sought – reactionary responses that bring temporary relief -- instead of sound decisions that offer long-term benefits that simultaneously promote public safety and offender rehabilitation. Rather than follow that trend, it is my intent to use these challenges to propel us toward our aim to remain the standard of excellence in corrections.

As many of us recall, the Missouri Department of Corrections has faced similar challenges in the past. Today we are called upon, once again, to reduce spending while maintaining public safety through sensible alternatives. Knowing our department and our staff, I am confident we can meet this challenge, once again.



Now, more than ever, we must work together to develop and strengthen the creative initiatives we have in place. We are each asked to seek out new ways to do business in our individual roles throughout the department. What can we do better or more efficiently? What cost reductions can be made without deviation from our shared mission and vision? How can we make a difference to our team?

We need to pursue the use of shared community resources to promote cost savings and maximize use of limited resources. We must engage the community and our stakeholders in the reentry process. Sharing and utilizing resources outside of this department will be key to our success as we face continued budgetary restrictions. We must employ sensible alternatives and use customized correctional solutions to divert offenders from incarceration and ensure others are prepared upon release. We are seeing success with the use of alternative courts, and I believe this is the future of our system and effective offender management. Alternative court-ordered supervision gives us tools to safely and effectively manage offenders while leaving prison space for Missouri's most dangerous criminals. By continued exploration and use of these options, I am confident we will continue to see increased, measurable success for our department and those we serve through a holistic treatment approach.

In closing, I recognize we are facing hard times, and as such, it will impact each of us. Instead of giving in to cynicism or frustration about the situation, I invite you to join me in using our creativity and perseverance to meet these challenges and demonstrate, once again, that Missouri remains a leader in the nation for sound correctional management, even during the most difficult times.

I am proud to serve with each of you.

George A. Lombardi, Director



the HORIZON

The Missouri Department of Corrections supervises and provides rehabilitative services to adult offenders in correctional institutions and Missouri communities to enhance public safety.

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Probation and Parole Blazing New Paths for Pathway to Change

Special Contributor

Helen Hurley
Unit Supervisor, Dist. 19

It sounded like a good idea at the time when **LaDon Dial** and another employee were discussing Pathway to Change at an annual safety training. Dial took the idea and ran with it, hosting the first Pathway to Change facilitator meeting in Region II one year ago. Today, the group is going strong and providing a forum for other facilitators to share information, success stories and learn from one another. There are 30 representatives from nine of the 10 district offices and the CRC-CSC within Region II. The group meets quarterly and publishes the Mile Marker newsletter, featuring comments and experiences from the clients who complete Pathway to Change in the field, along with upcoming events.

The Pathway facilitator group is working continuously to increase the number of referrals and successful completions. Field and institutional officers have the greatest insight, as they supervise the clients and

are the referral base for the groups. They are also the first point of contact for clients coming under supervision. Officers leading Pathway groups are naturally modeling the Pathway to Change messages according to their daily interactions with their clients as well as those in their groups. The key is motivating each participant to develop mile markers and think about what is most important in making their supervision period successful. Pathway facilitators are not teaching lessons, but leading the participants through the lessons and empowering them to make better decisions. The supervising officer can enhance the lessons by inquiring about what the client is learning and how they are applying it weekly as they develop their mile markers. Recognizing success, no matter how small it may seem, sends a strong message that encourages clients to continue to better themselves by increasing their intrinsic motivation.

The group has found that there is a common thread and camaraderie that grows from working with clients in those 13 weeks and continues after graduation. •

New DOC Training Program Takes Effect

As of September 1, 2009, the Training Academy implemented several changes to their Pre-Service Training programs. These changes will help the department cut costs associated with Pre-Service Training, get staff back on the job sooner and still ensure that new staff receive the skills necessary to perform on the job. Listed below are the main tenets of the new Pre-Service programs and how they relate to different job classifications:

Basic Training: One week of training. All departmental staff regardless of their job classification is required to attend.

Institutional Basic Training: Three weeks of training. All staff that work in our institutions regardless of their job classification are required to attend.

Custody Basic Training: Four weeks of train-

ing. All corrections officers and probation and parole assistants that work in CSCs or CRCs must attend. The fourth week includes the "hard skills" training that was previously conducted at the institutions.

Probation and Parole New Staff

Training: Five weeks of training. All probation and parole officers are required to attend. These five weeks include Probation and Parole Safety Training during the last week.

The Training Academy is always looking for innovative ways to enhance training programs. A review of the programs will be conducted within the next year to ensure staff are receiving training that is appropriate to their job classification. If you have suggestions or questions, please feel free to contact **Jim Wiseman**, chief of staff training, at Jim.Wiseman@doc.mo.gov or (573) 522-5977. •

Deputy Wardens Brainstorm About Prison Issues

Courtesy of Deborah Wolfe, The Lake Today, August 5, 2009

For one week, law enforcement officials from across the country broke free from the confines of their various correctional institutions to relax and regroup in the open air of the Ozarks. Nearly 70 members of the United States Deputy Wardens' Association recently convened in the Lake Area to brainstorm on a wide range of issues facing the nation's correctional facilities. Primary focus was placed on offenders' re-entry into society.

The 64th annual conference, which was held at the Country Club Hotel and Spa in Lake Ozark, included training sessions and workshops discussing employee retention, management and technology.

(Algoa Correctional Center) Deputy Warden **Kelly Morris** said that a renewed interest in integration of ex-offenders into society has law enforcement professionals seeking innovative ways to ease the transition.

"The problem is the recidivism rate," Morris said. "We've kind of woken up and realized that just incarcerating people doesn't work. A lot of times we incarcerate them and send them back to the same environment.

"We are now taking on more of a role to try to change behavior," Morris continued. "We are trying to give them tools such as education programs while in the facility."

Morris stressed statistics indicate education plays a key role in rehabilitating criminals. He went on to say even a one percent decrease in recidivism equates to thousands of inmates and millions of dollars in savings at the local and national levels. •



Pictured, from left, Kelly Morris, Director Lombardi, Heath Spackler, DAI Director Tom Clements and Kevin Murphy.

Prometheus Raises the Curtain on Corrections

The pilot performance of *Prometheus Bound*, performed for staff at Algoa Correctional Center, Jefferson City Correctional Center, and local parole offices, was a success, and plans to do an encore performance are in the works.

Prometheus Bound is the ancient Greek story of a wrongfully incarcerated political prisoner. The story of Prometheus has clear applications to the corrections community and was used to help correctional professionals talk openly about offender management and su-

pervision and discuss effective, humane strategies for dealing with offenders.

P R O M E T H E U S
B O U N D

The performance was done in cooperation with Bryan Doerries. Doerries is a translator of Greek literature and has become known for using plays as a catalyst for constructive discussion. The live reading was followed by a lively town hall style discussion with all levels of corrections employees. The department was pleased to host actors Bill Camp, Amari Cheatom and Cara Seymour for the August performance. •

Garden Donations Continue to Grow



Potosi Correctional Center's Restorative Justice Garden is just one of many in the state.

Several of our institutions have Restorative Justice gardens. The gardens are just one of several projects that help offenders repay the community for the crimes they committed. The produce planted and harvested by offenders and staff is donated to local food banks each month. Some of the produce de-

livered this year included cucumbers, squash, cantaloupe, watermelon, green beans, pumpkins, zucchini and tomatoes.

August Donations:

Boonville Correctional Center donated 1,969.45 pounds of produce to the Boonslick Senior Center, Harvest House, Central Missouri Food Bank and the Marshall Food Pantry.

Moberly Correctional Center donated 4,267 pounds of produce to the Moberly Senior Center and the Higbee Senior Center.

Fulton Reception and Diagnostic Center donated 480 pounds of produce to SERVE Inc., the local food pantry.

Jefferson City Correctional

Center donated approximately 9,185 pounds of produce to pantries run by the Samaritan Center and Salvation Army.

Southeast Correctional Center donated 3,944 pounds to the local food bank.

Women's Eastern Reception, Diagnostic and Correctional Center donated a total of 289 pounds of produce to food banks and charities.

Farmington Correctional Center donated 20 pounds of cherry tomatoes locally.

Northeast Correctional Center produced 2,551 pounds and gave to the Hope Center and Pike Pioneers food pantries.

Potosi Correctional Center has provided 225 pounds of fruits and vegetables to the Sayers Senior Citizens Center. •

Honor Flight Donations Will Fly Ten

Honor Flight is a way to honor and repay those who have given so much. We are losing our World War II veterans at a rate of 1,000 per day. The Honor Flight organization is working to send WWII survivors and other terminally ill veterans to Washington, D.C. to visit their memorials. Because of the generosity of Department of Corrections staff and inmates from Jefferson City Correctional Center (JCCC) and Algoa Correctional Center, 10 more veterans will make it on an Honor Flight. JCCC Chaplain **Joe Gibson** initiated the fundraising, starting first by collecting canteen items, purchased by inmates, to serve as in-flight snacks. Interest and participation quickly grew. To date, the total raised by staff and inmate organizations is more than \$7,229. Events included a barbeque, bake sale, biscuit and gravy breakfast, and a root beer float fundraiser. Local Honor Flight sponsor and KOMU anchor Sarah Hill paid a visit to JCCC, where she received checks and other items, including hand-made cards from offenders to the veterans, thanking them for their service. Inmates with the Restorative Justice program produced three quilts, all with military or Honor Flight logos, to auction.



KOMU's Sarah Hill is pictured here with JCCC staff and offenders.

“Staff and offenders have joined together in uniform effort for this fundraising event and it has pumped up the overall morale within JCCC,” said Warden **Dave Dormire**. •

McDonnell Appointed Assistant to Division of Adult Institutions Director



Joan McDonnell has been appointed as the assistant to the director of the division of adult institutions at Central Office. McDonnell, who served most recently as the assistant warden at Alcoa Correctional Center (ACC), began her career with the department in 1984 as a Clerk Typist II at the

Renz Correctional Center. She transferred to Alcoa Correctional Center in 1988 and promoted to a clerk III (mailroom supervisor) at Renz Correctional Center in 1991. In 1997, McDonnell promoted to corrections caseworker I at the Fulton Reception & Diagnostic Center and to functional unit manager at ACC in 2002. In May 2007, she was named assistant warden at ACC.

“Ms. McDonnell brings a wealth of institutional experience in a variety of positions into this position. I believe she will be a tremendous asset to the administration at Central Office, and I look forward to her contributions to the Division of Adult Institutions in her new role. I am pleased to have her as my new Assistant,” DAI Director **Tom Clements** told the Horizon.

Webber Named Probation & Parole Regional Administrator

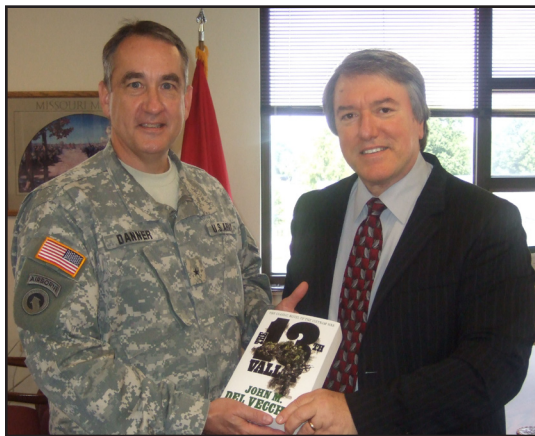


Michael J. Webber has been appointed regional administrator for Region IV, covering portions of north-east and central Missouri. Webber’s work experience spans 30 years with the Department of Corrections in Probation and Parole. He

brings a variety of experience and knowledge to this position, which includes probation and parole officer, parole hearing analyst, institutional parole district administrator, and field district administrator. Mike has been responsible for the development of the Reentry Opportunity Center (ROC), an innovative approach in service delivery and is very active with his local reentry steering team. Mike brings strong leadership and administrative skills to his new position. •

Probation & Parole Bids Farewell to Glenn Brucker

Regional Administrator Glenn Brucker has retired after nearly 32 years of service to the State of Missouri/Board of Probation and Parole. Glenn started his career as at social services trainee at District 7C in 1978. He was promoted to probation and parole officer II in 1979 and promoted to supervisor I at District 7N in 1984. In less than a year, he was promoted to senior district supervisor at District 7C. In 2000, he was promoted to regional administrator for the Central Region, which he proudly referred to as the “Flagship Region.” More than 120 friends, family, and co-workers attended a celebration for Brucker, where he was recognized for his contributions to DOC over the years. Brucker leaves behind quite a legacy and gave much to the state. We wish him a long and happy retirement! •



Director Lombardi presented Adjutant General Stephen Danner with a copy of “The 13th Valley,” a novel about the Vietnam War, written by Lombardi’s childhood friend John M. Del Vecchio. •

WRDCC

Celebrates 10 Years of Excellence

Western Reception, Diagnostic and Correctional Center (WRDCC) located in St. Joseph, Missouri, officially opened in September of 1999. The reception and diagnostic facility serves an area comprised of 30 counties in the western region of the state receiving newly sentenced offenders, probation/parole returns and treatment offenders.

WRDCC, originally a satellite of the Western Missouri Correctional Center, was established in 1993 to aid in combating that year's great flood. One building on the grounds of the St. Joseph State Hospital was utilized to house the minimum security offenders who aided the community with the massive devastation left by the flood. In 1994, the Park Building Treatment Center became operational, again utilizing a building formally occupied by the St. Joseph State Hospital. The facility as it now exists was approved for construction in 1996. The total acreage of WRDCC is 168 acres, 71 of which are located within the secure perimeter.

The current complex has an official capacity of 1,974 beds and is comprised of three major components: the reception and diagnostic center, a treatment center, and general population housing units. The central piece of the facility is the reception and diagnostic center. The three-story, 220,000 square foot building houses the facility's administrative offices, control center, medical facilities, food service operations, visiting room, receiving area and diagnostic offices.

Approximately 672 staff work at the facility. In addition to their work at the facility, staff are involved in community activities and services. They donate thousands of dollars each year to adopt local families in need during the holiday season and to the State Employee Charitable Campaign. Staff also contribute to food drives and make cash donations to women's shelters, youth facilities, and other worthy community causes to include Special Olympics and volunteering assistance to Habitat for Humanity.



A view of Western Reception, Diagnostic and Correctional Center in St. Joseph, Missouri.

WRDCC continues to provide excellent public safety through secure confinement, holding offenders accountable for their behavior, and preparing the offenders to be law abiding and productive citizens. At the same time, WRDCC serves as a good neighbor to St. Joseph and surrounding areas. •

Sen. Charlie Shields, Rep. Ed Wildberger, Rep. Rob Schaaf, St. Joseph Mayor Ken Shearin and Director George A. Lombardi (far right) were among the dignitaries invited to WRDCC's 10th Anniversary celebration.

Steele Honored for Supporting Troops

Warden **Troy Steele** of Southeast Correctional Center (SECC) received the 2009 Secretary of Defense Employer Support Freedom Award at the Annual Planning and Awards Conference on August 14, 2009, at the Truman Hotel and Convention Center in Jefferson City. Warden Steele was honored for his support of SECC military staff fulfilling their service and/or war efforts through deployment within the continental United States and overseas.

Of approximately 5,000 Missouri employers, Warden Steele and 17 other Missouri employers were selected for recognition as Patriotic Employers of Missouri. Steele was nominated for this prestigious award honoring employers for supporting

their military employees by SECC CO I **Donnie Fisk**, member of the Missouri National Guard. The Secretary of Defense Employer Support Freedom Award is the highest recognition given

by the U.S. Government to employers for their outstanding support of



Pictured with SECC Warden Troy Steele (third from left) are, from left, Brigadier General (Ret) E. Tracy Bequette, Chairman, Missouri Committee for Employer Support of the Guard and Reserve (MCESGR); Brigadier General J. Marty Robinson; and Brigadier General Stephen L. Danner, Adjutant General, Missouri National Guard.

staff serving in the National Guard and Reserve. •

8TH Annual Director's Cup Golf Tournament



On a beautiful day in August, Columbia Country Club played host to the 8th Annual Director's Cup Golf Tournament in Columbia, Missouri. Each year teams from all over the state converge to play golf and assist former Governor Roger Wilson in raising money for the 10-

33 Benevolent Fund. This fund was established to offer assistance to families of police, fire, and other public safety servants who have lost their lives in the line of duty.

This year's Director's Cup Tournament set a new record for the number of DOC teams. Thirty-six teams took their annual leave to participate and support the fund and the families of their colleagues. Through entry fees, sponsorships, and donations, the Director's Cup raised over \$15,000, another record according to 10-33 staff. Thank you to each of our players, sponsors, donors, and volunteers for making this

Special Contributor: Lenny Lenger, Comptroller

year's event a great success.

The team of **Robert Gray, Matt Arts, Scott Blackwell, and Derek Shelton** from South Central Correctional Center (pictured here from left to right with former Governor Roger Wilson, far left, and Director Lombardi, far right) had the best overall net score and therefore has the honor of proudly displaying the Director's Cup trophy for the next year.

Lest we not forget the real winners of this tremendous event, more than 50 DOC families have received benefits from the 10-33 Benevolent Fund. •

STAFF Recognition

Due to the lapse in time from the traditional Horizon to the new electronic version, we did not have the opportunity to highlight several Missouri Department of Corrections Employees of the Month. Below you will meet some of our employees recognized for going above and beyond their normal working duties. The efforts and actions of these staff members have significant benefit for our staff, offenders and ultimately the public. You are encouraged to submit Employee of the Month nominations for those employees exemplifying the mission, vision and values of our department.

August 2008

Larry Krewson COL, SCCC



Officer Krewson helped enhance the safety and security of the institution and the public by taking action after observing visitor transfer contraband to an offender. In addition, when it was realized the visitor falsified their identity, a wanted person was captured.



the "Therapeutic Community" at WMCC. Her management of the operation helps give offenders the tools necessary to make positive changes.

January 2009

Stacy Kimmi P & P Officer II, District 4



Ms. Kimmi has gone above and beyond to meet with crime victims and be unbiased in her reports. Her compassion and attention to detail is noteworthy.

February 2009

Amber Crites P & P Officer II, District 4

Ms. Crites utilizes a variety of tools to track domestic violence offenders

November 2008

Marty Bird Office Support Assistant, Central Office Human Resources Section



Ms. Bird has improved the efficiency of the department by implementing new document management procedures.

State Employee of the Month December 2008

December 2008

Cherie Johnson P & P Officer II, District 4

Ms. Johnson is actively involved in providing mental health treatment to offenders. Johnson helped pilot the MH 3 program coordinating the necessary services for those clients.



and exceeds expectations by being actively involved in a number of agencies and helping develop a plan for reinventing supervision strategies for domestic violence offenders.

September 2008

Jaimie Liakos P & P U.S., Dist. 4



Unit Supervisor Liakos helps promote offender success by acting as a district representative on several offender reentry and development teams. Liakos also serves on many in-house committees and acts as a mentor to new staff.

October 2008

Jessica Barnett FUM, WMCC

Functional Unit Manager Barnett was instrumental in establishing

Employees of the Month
continue on page **10**

March 2009

Kelly Kinder
Account Clerk II, SCCC

Ms. Kinder uncovered and alerted Probation and Parole to an offender placing three-way calls, involving judicial staff, attempts to contact victims and confirmation of funds placed in another offender's account.

April 2009

Kim Mills
P & P Officer II, District 5

Ms. Mills worked diligently on the successful implementation of the Drug Court program in Henry County. Under her supervision, probationers worked to restore the community through several public community service projects.

May 2009

Tamera Cerny
COI, BCC

After identifying a current offender on the news as being wanted by the FBI, Cerny took action to ensure the suspect was not released into the community. The offender's identity was confirmed and the FBI was notified.

June 2009

Carla Huffman
COII, WRDCC

Officer Huffman volunteered to assist with the restructuring of the institution's Emergency Manual to be compliant with the National Incident Management System. Huffman's experience working in the Control Center made her a valuable resource in ensuring all incidents were addressed and the plan was complete.

July 2009

LaDon Dial
P & P Officer II, District 24

Ms. Dial has been instrumental in coordinating Pathways to Change regional facilitator meetings and sharing her experiences running the groups. Dial also went above and beyond to correct a situation when

she was notified by police one of her clients had been arrested. In fact, the offender's brother had been arrested and used his brother's identity.

State Employee of the Month
August 2009



Carol Allen, SOSA-K, was named the Employee of the Third Quarter for the Division of Human Services. Here she is presented with the award by Vicki Myers, right, division director. •

August 2009

Cameron Hunsaker
Caseworker I, WERDCC

For several years Mr. Hunsaker has taught Impact of Crime on Victims (ICVC) classes for treatment offenders, who cannot attend the classes offered on weekends. Hunsaker seeks out and trains offender co-facilitators to run these classes. This is done in addition to Hunsaker's regular responsibilities. •

Working Together to Protect Missouri Citizens and Property

Special Contributor: Michelle Kasak, Emergency Preparedness/Workplace Violence Coordinator

The Department of Corrections (DOC) and the State Emergency Management Agency (SEMA) are working together to enhance flood fighting response during major flooding that our state may experience.

The department and SEMA realized that Corrections could provide enhanced services during times of disaster. An idea was formulated and the wheels began to turn. It was determined DOC could assist within the parameters of our correctional institutions.

On August 26, 2009, Northeast Correctional Center (NECC) conducted a sandbagging exercise to determine what equipment would be needed and how this type of operation would work during a real flood. The Army Corps of Engineers donated the sandbags. In the event of potential flooding, SEMA will provide the sand,

which will be brought inside the institution. The offenders will then fill the bags, which will be distributed to the communities in need.

NECC offenders were not only willing but have been very cooperative and have put forth great effort in making a positive impact in contributing to the disaster response during disasters such as flooding. The staff at NECC demonstrated an innovative and inventive approach to disaster operations. Maintenance staff engineered and constructed a sandbag filling machine that greatly speeds up the filling process. This "can do" attitude demonstrated by all has resulted in much progress towards becoming more efficient and more responsive during disasters.

Observers of the operation included the National Guard who are also responsible for disaster re-



An offender assists with filling a sandbag using the filling machine engineered by maintenance staff during an emergency exercise.

sponse when called upon by the Governor.

It is this kind of teamwork, innovation and willingness to find a way to get the job done that is reflective of how we want to do business. In this case, contributing to disaster response, making Missourians safer.

Assisting the community during emergencies such as flooding is a long standing continuing tradition of the department which was notable during the 1993 and 1995 floods when thousands of staff and offenders assisted with sandbagging efforts and post clean up all around the state. •

Offender Helps Save Officer

The Department of Corrections thanks Offender Aubrey Cropp, housed at Farmington Correctional Center, for his quick action that helped

get medical care to one of our Corrections Officers who suffered a stroke. A certificate presented to Offender Cropp reads, "Your actions may have saved

this officer's life and prevented him further medical problems." •

Offender Cropp, right, is commended by Warden Al Luebbers on the grounds of FCC.



Inmates Help Alzheimer Hospice Patients

Courtesy

SSM Hospice
& Home Care Foundation

One enterprising woman in Mid-Missouri has come up with a way to blend her volunteering efforts to benefit many different people.

Sister Evelyn Marie Peterman, FSM, joined SSM Hospice as a volunteer in March. She also lends ministerial guidance to inmates at the Jefferson City Correctional Center (JCCC).

Peterman supervises JCCC inmates in making activity pads for Alzheimer's patients. These activity pads are wonderful for patients with the disease because there are multiple textures and gadgets such as buttons. Alzheimer's patients are able to practice their repetitive movements and folding habits with these pads.

An inmate in the Restorative Justice Program at JCCC had suggested making these activity pads and donating them after reading an article about how they benefit people suffering from Alzheimer's.

The activity pads are made solely from donated materials. You can help by donating your leftover fabric, jeans, string, buttons, ribbons and other textured items. For more information, contact JCCC's Restorative Justice Program at 573-751-3224 ext. 1154 or send items to Jefferson City Correctional Center, 8200 No More Victims Road, Jefferson City, Missouri 65101, Attn: Restorative Justice Program. •

Inside Job: Inmates Design Web Site Promoting Tours of Former Prison

Courtesy

Michelle Brooks
Jefferson City News Tribune

Kenneth Gilbert had spent about a week of experience tinkering with his father's Commodore 64 prior to working with the computerized graphic arts machines in 1997 to make license plate stickers at the Missouri State Penitentiary (MSP).

tiary (MSP).

"As soon as I started working on a computer, I was on it all the time," Gilbert said.

As much as Gilbert has taught himself the code and programming, so Dennis Powell has applied himself to the creative opportunities computers offer.

Together the two offenders, now at the Jefferson City Correctional Center, led a team of 10 to create a Web site — despite the fact neither ever has seen the Internet — about MSP to help the Jefferson City Convention and Visitors Bureau (CVB) market its tours.

"That's amazing, that they could create a site like this," said Steve Picker, executive director of the CVB. "It makes the site special to have someone who was housed here who created this. They had first-hand knowledge."



Offenders Gilbert and Powell work on a computer at JCCC.

Web Site *continued from page 12*

The elaborate site dipped in brown tones “is not a basic site, it has lots of code and details,” Picker said. “It’s exciting our work is out there,” Gilbert said. “It was a chance to make something real and usable. This was the most complete project I have worked on and probably the one I learned the most from.” Not having seen any other web sites for comparison, they relied on their own imaginations, skills and research. Powell often would come to Gilbert with an idea, like how to create customized scrolling, and Powell would tinker until he found a way to make it work.

“We tried to do some things that were not predictable,” Powell said.

Gilbert agreed, “we wanted it outside the cookie cutter, but not hard to use.

The site is full of information, mostly from Mark Schreiber’s “Somewhere In Time” video clips — even dating back to the 1930s, photos, escapes, executions, infamous inmates and, the very popular 1954 riot.

“Within this setting, we have few opportunities to do much of significance,” Powell said. “Before we were us, we were you. We didn’t cease to be intelligent or caring.

“This for me was an opportunity to rise above the stereotypes and negativity, to say I’m not worthless.”

Gilbert agreed it’s easy to be defined by one choice that got them where they are.

But this project, “was like proving something to myself, that I’m still somebody capable of doing something good,” he said. “That might sound trite, but in here that’s pretty serious.”

Even before the MSP was decommissioned, Powell and other offenders and staff began collecting photos and history from the prison site. Creating a Web site was not the goal. But Powell enjoyed the opportunity to expand his knowledge of data storage, like HTML.

Then when the prison site tours were talked about seriously, Warden **David Dormire** and Picker discussed reviving the offenders’ work into a Web site. And they partnered with the Rehabilitation Services for the Blind.

“This is another example of the talent inside the prison,” Dormire said.

Within three months, the team of 10 offenders had logged more than 1,400 hours with thanks to staff staying late to allow them to complete their work, Powell said. That’s in addition to the everyday responsibilities Powell and Gilbert have with rehabilitation services.

“This was a tremendous project, one where I could implement the knowledge I’ve gained over the years,” said Powell, who’s always looking for a creative outlet. “From a blank page we were able to create an integrated design that had elements in common yet different enough to not be repetitive.”

The project had a more emotional draw for Gilbert.

“We spent so much time there,” Gilbert said of MSP. Between the five graphic artists on the project, “we have about 35 years behind the walls. It wasn’t home but it was home for a long time; I had good experiences there and kind of miss it.”

When they handed off the final disc to Picker recently, they held a ceremony to commend the hard work and generosity of those who helped the project come to fruition. And it was a moment of gratitude. “Thanks for trusting us to do this,” Powell said.

Web link: www.MissouriPenTours.com •

Medical Minute: Flu Alert

Missouri Department of Corrections staff is continuously fine tuning the department's pandemic flu plan and monitoring the spread of H1N1 in the community. The department has not been impacted by the virus but wants to alert you to the latest news on the vaccine and how you can prevent becoming infected.

What You Can Do to Stay Healthy

There are everyday actions people can take to stay healthy.

- ✓ Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.
- ✓ Wash your hands often with soap and water, especially after you cough or sneeze. Alcohol-based hands cleaners are also effective.
- ✓ Avoid touching your eyes, nose or mouth. Germs spread that way.

Try to avoid close contact with sick people.

- ✓ Influenza is thought to spread mainly person-to-person through coughing or sneezing of infected people.
- ✓ If you get sick, CDC recommends that you stay home from work or school and limit contact with others to keep from infecting them.

Who Should Get The H1N1 Vaccine?



Groups who are most vulnerable to the H1N1 virus and are considered a priority for getting vaccinated are:

- Pregnant women,
- Caregivers for children younger than 6 months of age,
- Health care and emergency services personnel,
- All people from 6 months through 24 years of age, and
- Persons age 25-64 who have health conditions associated with higher risk of medical complications from influenza. •

The Paradoxical Commandments of Government

by Ken Miller

1. The reward for doing good work is more work. Do good work anyway.
2. All the money you save being more efficient will get cut from your budget now and forever. Find efficiencies anyway.
3. All the bold reforms you make will be undone by the next administration. Make bold reforms anyway.
4. There is no time to think about improving what we do. Make time anyway.
5. Employees may fight the change every step of the way. Involve them anyway.
6. The future is unpredictable and largely out of your hands. Plan anyway.
7. The press only cares when something goes wrong. Share your success stories anyway.
8. If you develop your people they will move on to better jobs. Train them anyway.
9. Your ideas will at best make someone else look good and at worst get you ostracized by your co-workers. Share your ideas anyway. •

Training Opportunities

IN-SERVICE

October • November • December 2009

Accomplishing Goals Through Collective Efforts Nov. 25 JC Dec. 22 SJ	Continuing Excellence in Service Nov. 4 SJ Dec. 8 Farmington	Nov. 16 JC Nov. 20 SJ Dec. 3 Farmington Dec. 18 SJ	Nov. 12 SJ Dec. 15 Farmington
Addressing the Prison Rape Elimination Act Oct. 21 JC, SJ	Courtroom Preparation and Testimony Oct. 22 JC Nov. 10 Farmington, SJ	FATS Basic Firearms Development Nov. 2 JC Nov. 6 SJ Dec. 2 Farmington Dec. 11 SJ Dec. 28 JC	Organizational Diversity: People, Perspectives, Progress – Refresher Oct. 28 Farmington Nov. 4 JC
Assessment, Intervention & Relapse: Addressing Substance Abuse Oct. 20 Farmington Dec. 17 SJ Dec. 18 JC	Criminal Thinking Oct. 15 Farmington Oct. 28 SJ Dec. 7 JC	Firearms Training for Trainers Oct. 19-23 JC, SJ	Pathway to Change Overview Nov. 5 Farmington Nov. 18 JC
Caseworker – Mental Health Issues Oct. 20 SJ Dec. 24 Farmington	Cross Gender Communication Oct. 15 SJ Dec. 15 JC	Interacting With the Special Needs Offender Nov. 18 SJ	Peer Action Care Team (PACT) Dec. 1-3 SJ
Caseworker – Offender Complaints Oct. 20 SJ	Deception Detection Oct. 22 SJ Nov. 9 JC	MO DOC Career Planning Nov. 13 SJ Nov. 17 JC Dec. 23 Farmington	Put It In Writing Nov. 3 Farmington
Chemical Agents and OC Training for Trainers Nov. 3-6 FCC	Defensive Tactics Break Away Techniques Oct. 22 ERDCC Nov. 6 ERDCC Dec. 4 ERDCC Dec. 14 JC Dec. 18 ERDCC	Motivational Interviewing – Practitioner Oct. 15-16 KC Nov. 19-20 SJ Nov. 23-24 JC Dec. 29-30 SJ	Quality Reports Dec. 1 SJ
Chemical Dependency Oct. 29 Farmington, SJ Nov. 20 JC	Defensive Tactics Training for Trainers Oct. 26-30 JC Dec. 14-18 SJ	Motivational Interviewing – Skill Building Oct. 14 KC Nov. 17 SJ Dec. 15 SJ Dec. 21 JC	Riots and Disturbances Oct. 29 SJ Nov. 10 JC
Choices: Meeting the Ethical Challenge Oct. 30 JC Nov. 17 Farmington Nov. 18 SJ	Evidence Collection and Crime Scene Preservation Oct. 27 Farmington, SJ	MRPA New Direction Oct. 21 Farmington	Security Threat Groups Nov. 24 JC
Common Ground with Restorative Justice Nov. 5 SJ	FATS and Firearms Skill Enhancement Oct. 16 SJ		Sexual Harassment Issues Oct. 19 JC Dec. 22 Farmington
			Stress Management Nov. 10 SJ Dec. 22 JC

Training continues
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Training *continued from page 15*

**Suicide Intervention/
Prevention – Refresher**
Oct. 23 SJ

**The Power of
Communication**
Dec. 8 JC

**Trainer Skills
Development**
Oct. 15 JC
Nov. 12 Farmington

**Verbal Judo Skill
Building**
Dec. 9 SJ

**Volunteers in
Corrections**
Oct. 17 SJ
Oct. 24 JC
Nov. 14 Farmington
Nov. 21 JC
Dec. 9 JC
Dec. 12 StL
Dec. 16 SJ

**Weapon Retention and
Disarming Techniques**
Nov. 24 SJ

**Working in a Multi-
Generational Workforce**
Nov. 10 Farmington
Dec. 10 JC, SJ

Working with Offenders
Nov. 12 JC
Dec. 8 SJ

MANAGEMENT TRAINING

**Core Classes*

***Continuing Competency-
Based Training*

Management training
should be requested
through designated
Institutional Training
Officers or Regional

Training Coordinators.
Some participants are
selected by the Regional
Training Centers.
Attendance is required by
D2-12.3. Any questions
should be directed to the
Regional Training
Administrator.

***Basic Supervision**
Nov. 2-3 JC, Farmington
Nov. 4-5 Farmington
Dec. 8-9 SJ

****Coaching for Success**
Oct. 22 Farmington
Oct. 26 Farmington
Nov. 25 FRDC
Nov. 30 BCC
Dec. 9 Farmington
Dec. 10 TCC
Dec. 16 SJ
Dec. 17 WERDCC

****Conflict Management**
Oct. 20-21 SJ
Dec. 3-4 Farmington
Dec. 15-16 Farmington

****Family Medical Leave
Act (FMLA)**
Oct. 19 Farmington
Oct. 29 Farmington
Nov. 13 Farmington
Nov. 20 Farmington
Nov. 24 SJ
Dec. 8 Farmington
Dec. 11 Farmington

****Interviewing & Staff
Selection**
Oct. 23 TCC
Oct. 28 StL
Nov. 3 SJ
Nov. 12 FRDC
Dec. 8 TCC
Dec. 15 WERDCC
Dec. 14 Farmington
Dec. 22 BCC

***Managing a Diverse
Work Environment**
Oct. 28 SJ
Nov. 10 JC
Nov. 18 Farmington

****Managing a Multi-
Generational Workforce**
Oct. 20 Farmington
Nov. 5 MCC
Nov. 12 Farmington
Dec. 2 FRDC
Dec. 09 TCC
Dec. 16 WERDCC
Dec. 23 BCC

****Motivation**
Oct. 15 SJ
Oct. 22 TCC
Oct. 27 MCC
Oct. 30 Farmington
Nov. 23 WERDCC
Dec. 3 FRDC
Dec. 7 Farmington
Dec. 30 BCC

***PERforM**
Nov. 16-17 JC,
Farmington
Nov. 17-18 SJ

**Sergeants' Supervisory
Skill Building**
Nov. 2-5 JC
Dec. 8-11 Bonne Terre

***Supervising a
Harassment Free Work
Environment**
Nov. 4 SJ
Nov. 9 JC
Nov. 19 Farmington

****Supervisory Liability**
Oct. 21 Farmington

****Team Building**
Oct. 20-21 MCC
Nov. 9-10 StL, SJ
Nov. 18-19 TCC

Dec. 1-2 Farmington

New Staff Training
Contact the Regional
Training Administrator
in your region regarding
the following new staff
training.

Basic Training
Oct. 26-30 JC, Park Hills,
SJ
Nov. 9-16 JC, Park Hills
Nov. 23 – Dec. 1 Park
Hills, SJ
Nov. 23 – Dec. 2 JC
Dec. 7-11 JC, Park Hills
Dec. 21-28 JC, Park
Hills, SJ

**Institutional Basic
Training**
Oct. 20 – Nov. 9 Park
Hills
Oct. 20 – Nov. 10 JC
Nov. 2-23 Park Hills, SJ
Nov. 2-25 JC
Nov. 17 – Dec. 9 Park
Hills
Nov. 17 – Dec. 10 JC
Dec. 2-23 JC
Dec. 2-22 Park Hills, SJ
Dec. 14, 2009 – Jan. 5,
2010 JC, Park Hills
Dec. 29, 2009 – Jan. 20,
2010 Park Hills, SJ
Dec. 29, 2009 – Jan. 21,
2010 JC

P&P Basic Training
Oct. 19 – Nov. 6 KC

**Probation and Parole
Training**
P&P courses are sched-
uled. Please check within
your region for exact
dates. •

State Around the

Editor's Note: During the time in which we were not producing the Horizon, we received quite a few submissions for the Around the State section from institutions and probation and parole offices. Rather than going back to those submissions, many of which are no longer timely, we have made the decision to start fresh. Beginning with this issue, we are printing items received on or after Aug. 17, 2009. This will help make the Horizon as current as possible. If you submitted something before that date that you would like to see published, and it is still relevant, please resubmit it. As always, we greatly appreciate your submissions. This section of the Horizon would not be possible without your contributions. We look forward to your continued submissions!

Cameron



On Sept. 20, ten Crossroads Correctional Center (CRCC) staff members participated in the 15th Annual March of Dimes Bikers for Babies Motorcycle Ride held at the Kansas Speedway. This event is the top March of Dimes Motorcycle Ride in the nation and the largest charity run in the Midwest with more than 6,000 riders and \$660,000 donated this year. CRCC staff met at the institution and rode to the event as a group. Employees contributed nearly \$500.

Karen Riley, Prison Liaison for CURE, recently visited Western Missouri Correctional Center (WMCC) and shared favorable comments about the visiting room staff, particularly Sgt. Mathis. The following are her comments: "Just wanted to commend the staff in the visiting room at WMCC last week.

They did an outstanding job of accommodating all of the visitors during food visit. I also wanted to personally say thank you to **Sgt. Mathis**, who went beyond the call of assisting me in obtaining Darrell's belongings that weren't allowed at that camp. It was taking a while but finally she went to the property room herself to find them and she did. Thank you to **CO Davis** (I hope I have the right name) also for helping. Just thought this needed to be mentioned."

Farmington

Kristen Murphy, who works in the Missouri Sex Offender Program at Farmington Correctional Center (FCC), recently gave birth to her son **Evrett Lee**.

Evrett was born with Histiocytosis and required a bone marrow transplant. The Murphy family traveled to Cincinnati, Ohio, where Evrett received his life-saving transplant.



Through a bake sale, FCC staff raised more than \$1,400 to help with the family's medical expenses. The family remains in Ohio while Evrett recovers. For updates on his condition, you can visit www.caringbridge.org/visit/evrettlee. If you would like more information on bone marrow donation and how you can be a match, visit www.mar-row.org.

Kansas City

Kansas City Community Release Center (KCCRC) recently celebrated four staff members receiving the Lifesaver Award. The staff honored was PPA I **Jamie Cox**, PPA I **Judy Post**, PPA I **David Reed**, and PPA II **Christopher Shelton**. The four were instrumental preventing an offender's suicide attempt.

Maryville

Maryville Treatment Center (MTC) named RO I **Terry Buholt** as its Employee of the Month for August. **Terry Todd Wilson** was

Around the State continues
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given the honor for September. **Sgt. Kenny Sleep** and FUM **Daniel Rodriguez** were presented September's "Monthly Very Important People" award.

Moberly

Moberly Correctional Center (MCC) announced its Employees of the Month for August through October. They are, in order, MS I **Larry Jackson**, CO I **Nathan Clayton**, and Academic Teacher III **Reese Blaine**.

Region I

On April 25, staff from each of the St. Louis area Probation and Parole offices and the community release center (pictured below) partnered with the Crime Victim Advocacy Center of St. Louis for the Fifth Annual Trivia Night in honor of National Crime Victims' Rights Week. Through registrations, raffles, games, cash donations and more than 160 businesses and individuals who donated to the silent auction, more than \$15,000 was raised to provide direct services to victims of crime in the St. Louis area. The Crime Victim Advocacy Center of St. Louis will utilize these funds to provide access to resources, counseling and individual advocacy to help victims overcome the negative effects of crime. The Crime Victim Advocacy Center, the nation's oldest victim service agency, serves more than 4,000 victims through direct services and education.



Region I staff recently attended the Annual Resource Fair at St. Vincent Park. The event featured 30 area employment, substance abuse and mental health providers. Close to 200 probation officers attended to further hone their referral skills. A lot of useful information was

shared and productive networking occurred with a variety of area providers who deliver vital services for clients. On a lighter note, one customary ritual associated with this annual event is a healthy competition among the districts for best attendance.

District EC won this year with 85 percent of its staff in attendance. DA **Fannie Davis** (pictured above) was presented with the first ever Resource Fair Award.



St. Joseph

Restorative Justice offenders at Western Reception, Diagnostic and Correctional Center (WRDCC) recently washed and tagged 5,000 plastic ducks for the Special Olympics Great American Duck Race. Buchanan County raised more than \$16,936 for the Special Olympics. Melody Prawitz, the Special Olympics Northwest Area Director, said WRDCC's assistance with this fundraising event was invaluable.

WRDCC announced its Employees of the Month for May through August. They were, in order, CO II **Karla Huffman**, Lt. **Dean Malote**, CO I **Tenna Ward** and SAUS **Tracy Zook**.

St. Louis

District EP recently held a Pathways to Change group in the evenings at New Beginnings. A graduation ceremony was held and 20 men earned certificates of completion. Both the facilitators and clients benefited from this session and the response has been phenomenal. Graduates have volunteered to come back and work with the next group.

Tipton

Tipton Correctional Center (TCC) named **Teena Ekstam**, OSAK, September Employee of the Month. She was selected for her dedication to the institution and its Personnel Club. She has been the club's treasurer for five years and assists in all events.

Vandalia



CO I **Eugene Traynor**, above right, received a Lifesaver Award at a ceremony held at Women's Eastern Reception, Diagnostic and Correctional Center. He was honored for assisting a choking offender. State Representative Terry Witte, left, presented Officer Traynor with resolutions adopted by the Missouri House of Representatives and the Missouri Senate in recognition of his actions.

Detective Paul Satterfield, below left, presents Letters of Appreciation and plaques from the Crawford County Sheriff's Department to **Leslie Carsey**, center, Investigator II at Northeast Correctional Center, and **Robert Jones**, right, Corrections Officer I at WERDCC, for their cooperation and valuable assistance relating to an arson investigation. The evidence they provided to Detective Satterfield was instrumental in the successful prosecution of the case. The presentation was made at WERDCC during the August warden's meeting. •



Vandalia

WERDCC Personnel Club scholarships were presented to Kristina Moore (below right), daughter of CO I **Adela Moore**, and Kayla Schmidt (below), daughter of CO II **Thomas Schmidt**.

Each recipient received a check for \$250 for the 2009 Fall semester, and will receive another \$250 for the 2010 Spring semester.

